

**City of Rocklin Benefits Summary
Management
07/01/05 - 06/30/06**

Benefit	Employee Cost	City Cost
Bereavement Leave Each employee is eligible for up to three (3) working days of bereavement leave following the death of a relative or domestic partner. An additional two (2) days allowed charged to sick leave.	Subject to PERS contribution.	Paid leave for up to three (3) days. Subject to PERS contribution.
Deferred Compensation The City contributes up to \$300 per month in matching funds for employees who participate in a City-sponsored deferred compensation program.	Enrollment optional	Up to \$300 match per month
Dental Insurance The City pays the full cost of coverage for employee and dependents in the self-funded dental plan.	None	Monthly allocation (including \$5.00 administration fee): \$38.33 employee \$91.18 employee + dependents
Employee Assistance Plan The City pays the full cost of coverage for all full-time employees and dependents this plan, which provides confidential counseling and other services.	None	\$3 per month
Flexible Spending Plan The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for health care expenses (up to \$4,000/year) and dependent care expenses (up to \$5,000/year).	Enrollment optional. \$4.70 (health care) and/or \$4.25 (dependent care) per month admin fee paid by employee.	None
Health Coverage Reduction Incentive Cost savings mechanism with the City if employee participates in less than full family coverage for health, dental, and vision insurance. Participants receive between \$75 and \$250 per month in taxable income, depending upon level of coverage.	Subject to PERS contribution.	Up to \$250 per month. Subject to PERS contribution.
Health Insurance A variety of HMO and PPO plans available through CalPERS. City contributes up to \$933.34 per month for calendar year 2006 for active employees and their dependents. Retiree medical insurance coverage also available (contribution amount based on a variety of factors).	Any premium amount over the City's contribution	Up to \$933.34 allocation per month, based on lowest cost HMO available through CalPERS, family coverage plus \$10.
Holidays* The City recognizes 10 fixed holidays each year. In addition, two floating holidays are granted to each employee (no carry over from year to year). The City may schedule a voluntary work furlough between Christmas and New Years holidays each year.	Subject to PERS contribution.	Paid holidays (12 total). Subject to PERS contribution.

City of Rocklin Benefits Summary
Management
07/01/05 - 06/30/06

Benefit	Employee Cost	City Cost
Life Insurance The City pays the premium for \$200,000 life and accidental death and dismemberment coverage for the employee only.	Employee pays tax only on \$31.50 of the premium (amount for benefit over \$50,000)	\$42.00 per month
Long Term Disability The City pays the full cost of long term disability coverage. There is a 90 day waiting period for benefit, and benefit is up to 60% of current base salary.	None	\$28.15 per month allocation. Actual premium is .41 per \$100 salary.
Management Leave* Management employees are eligible for 40 hours of management leave each fiscal year. No accumulation/carry over from year to year.	Subject to PERS contribution.	Paid leave for up to 40 hours. Subject to PERS contribution.
Professional Development Each management employee has available funds (up to \$1,000 per fiscal year) to be used for professional memberships and training, or membership and participation in community organizations as a City representative. May also use part of funds for costs associated with business use of home computer (as approved).	None	Up to \$1,000 per calendar year
Retirement – State of California Public Employees' Retirement System (PERS) The City maintains membership with PERS, with a 2% @ 55 calculation for miscellaneous employees. Special contract provisions: Credit for Unused Sick Leave; also 1959 Survivors Benefit Fourth Option and One Year Final Compensation.	Employee pays 7% pre-tax contribution for Misc. and 9% for sworn Police/Fire. All pay \$2 per month for 1959 Survivor.	City's employer contribution for fiscal year 05/06 is 10.876% for Misc., 21.145% for sworn Fire, and 27.220% for sworn Police.
Sick Leave* Full time employees accrue 96 hours (12 days) sick leave per year. Six month waiting period to use sick leave. There are no accrual limits. Upon termination of employment partial buyout (cashout) of sick leave accrual. Upon retirement a partial buyout of hours is optional with excess hours converted to service credit; otherwise, all hours are converted to service credit.	Subject to PERS contribution.	Paid leave for up to 96 hours (12 days) per year. Subject to PERS contribution.
Social Security The City does not participate in the Social Security portion of FICA, but does participate in the mandatory Medicare portion (for employees hired after 03/31/86).	1.45% tax for Medicare only	1.45% tax for Medicare only

City of Rocklin Benefits Summary
Management
07/01/05 - 06/30/06

Benefit	Employee Cost	City Cost																											
State Disability Insurance The City contributes the premium/tax for the State Disability Insurance (SDI) program offered through the State of California Employment Development Department (EDD). Premium also provides coverage under the new paid family medical leave program. Seven day waiting period for benefits. Benefit is integrated with paid leave through the City payroll.	None	City pays .8% tax on behalf of employee until employee reaches annual maximum taxable salary (currently \$79,418)																											
Uniform Allowance Fire management receives \$580/year and Police \$858/year for purchase and maintenance of uniform. Police Chief does not receive a uniform allowance.	Subject to PERS contribution.	\$580 or \$858 per year. Subject to PERS contribution.																											
Vacation* Employee is not eligible to use vacation leave until he/she has completed 12 months of service. Accrual schedule: <table> <tr> <th>Year</th><th>Days/year</th><th>Max Accrual</th></tr> <tr><td>1</td><td>12</td><td>200 hours</td></tr> <tr><td>2</td><td>13</td><td>200 hours</td></tr> <tr><td>3</td><td>14</td><td>200 hours</td></tr> <tr><td>4</td><td>15</td><td>200 hours</td></tr> <tr><td>5</td><td>17</td><td>200 hours</td></tr> <tr><td>10</td><td>20</td><td>200 hours</td></tr> <tr><td>15</td><td>22</td><td>220 hours</td></tr> <tr><td>20+</td><td>24</td><td>240 hours</td></tr> </table>	Year	Days/year	Max Accrual	1	12	200 hours	2	13	200 hours	3	14	200 hours	4	15	200 hours	5	17	200 hours	10	20	200 hours	15	22	220 hours	20+	24	240 hours	Subject to PERS contribution.	Paid leave varies by years of service. Subject to PERS contribution.
Year	Days/year	Max Accrual																											
1	12	200 hours																											
2	13	200 hours																											
3	14	200 hours																											
4	15	200 hours																											
5	17	200 hours																											
10	20	200 hours																											
15	22	220 hours																											
20+	24	240 hours																											
Vision Insurance The City pays the full cost of coverage for employee and dependents in the self-funded vision plan.	None	Monthly allocation including \$2.00 administration fee: \$9.82/mo. employee only \$17.53 employee plus one \$22.01 employee plus family																											

***Battalion Chiefs** who work a 24 hour structure receive some different benefit patterns as follows:

Holidays: 96 hours holiday/calendar year in lieu of regular paid holidays (subject to PERS)

Management Leave: Does not apply to Battalion Chiefs

Vacation:

Year	Hours/year	Max Accrual
1	178	200 hours
2	213	240 hours
3	224	260 hours
4	235	280 hours
5	258	300 hours
10	291	340 hours
15+	315	340 hours